

District:	Hillsborough County Public Schools					
School:	Middleton High School					
Region:	4					
Implementation Plan Approval Signatures						
Superintendent's Signature						
Date						
District Managed Turnaround School						
Requirements	Action Steps	Person Responsible	Start Date	Expected Date of Completion	Funding Source	Funding Amount
a. A district point person is assigned to the school to manage the turnaround process.	The Superintendent has appointed the General Director of Federal Programs, as the District Accountability Appointee (DAA) to manage the turnaround process at Middleton High School. The District Accountability Appointee will work with the school's Area Director, the General Director of Secondary Education, the Administrator on Special Assignment for Focus Schools, and the Office of School Improvement to ensure that all aspects of the turnaround plan are implemented with fidelity..	Superintendent	7/25/2009	7/25/2009	No additional funds needed.	N/A
b. The district will replace the principal, all assistant principals, and instructional coaches.	The district has replaced the Principal and two Assistant Principals. The school's Reading Coach was transferred. A new Reading Coach has been hired to fill the position. Based on the most current data, the Superintendent has decided to retain the remaining assistant principals and instructional coaches, but will continue to monitor their performance and exercise her current authority to replace them if necessary.	DAA / Deputy Supt./ Superintendent	7/14/2009	7/28/2009	Existing General Revenue funds.	TBD
c. Relevant faculty and staff are reassigned or replaced. Reading and mathematics teachers will not be rehired at the school unless they are highly qualified and effective instructors, defined by students achieving learning gains.	The district has replaced teachers in the following positions: three ESE teachers, two Reading teachers, and one English teacher were replaced via the district's Non-Renomination process. Furthermore, one Media Specialist, one ESE teacher, one Foreign Language teacher, and one Science teacher were replaced through administrative transfer. The Superintendent will continue to exercise her current authority to replace relevant staff as necessary. The newly appointed principal and his staff have reviewed all teacher data of those teachers returning from the 2008-09 school year. Although many teachers who did not show adequate learning gains with students have been removed from the school, teachers who are returning for the 2009-10 school year whose students made minimal learning gains will be provided additional support from school and district level staff and be monitored closely to ensure students are making substantial academic progress. Formative assessment data will be reviewed with these teachers to ensure timely interventions are being provided to students.	DAA / Deputy Supt./ Superintendent	6/1/2009	7/28/2009	Existing District or Title I funds	TBD

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d. A comprehensive search should be conducted to recruit a new principal with a clear record of turning around a similar school. The contract should include differentiated pay in the form of a signing bonus and performance pay for raising student achievement. The principal should be selected by the superintendent with the Department's guidance.	The district followed its current HRMD plan and advertised the principal's vacancy on the district's website. Via the application process, applicants were required to show evidence of success in working with at risk students. The Superintendent's staff reviewed applications to determine candidates to be interviewed. After interviewing all candidates and reviewing data, it is the recommendation of the Superintendent that the current Assistant Principal for Curriculum at Middleton High School is the best qualified candidate to lead Middleton through the turnaround process. The district will implement its current options for differentiated pay for the new principal such as Pay for Performance, Merit Award Plan, and Teacher Incentive Fund programs. These differential pay options are earned based on demonstrating effectiveness with student achievement.	DA Appointee /Supt.'s Staff / DOE Rep.	7/14/2009	7/28/2009	Existing General Revenue funds.	TBD
e. The principal and new leadership team selects new faculty and staff with the Department's assistance. Differentiated pay may be offered to faculty through signing bonuses and compensation for mandatory professional development and involvement in additional parent and student functions afterschool. Performance pay may also be offered to teachers for raising student achievement. Hiring process should be complete by August 1st.	Due to the timeline of the principal being hired, vacancies at Middleton High School are at a minimum. All vacancies that exist and/or occur beginning July 28th, 2009, will be filled using a committee format consisting of members of the school and district's leadership team along with guidance from the Department of Education staff. Current differentiated pay programs such as Pay for Performance, Merit Award Program, and the Teacher Incentive Fund will be available to teachers who demonstrate effectiveness in raising student achievement.	DAA / General Director, Secondary Education	7/28/2009	ongoing	Existing District or Title I Funds	TBD
f. District provides school with a fully released reading and mathematics and/or science coach and provides additional coaches based on enrollment unless the district provides direct instructional support services.	The district has provided a fully released Reading Coach, Math Coach and Science Coach. The district will also be contracting with personnel to provide teachers with coaching in Writing as well. The current principal believes writing is a critical area to improve on in order for the school to make adequate yearly progress and improve its school grade.	DAA / General Director, Secondary Education	6/1/2009	7/26/2009	Existing District or Title I Funds	TBD
g. District will assemble an advisory board, with membership including but not limited to, the Department, district personnel, and community members. The advisory board will be presented with all information gathered by the district leadership team. A report on the board's activities, concerns, and recommendations will be provided to the superintendent monthly. Only one advisory board is necessary for a district with multiple Intervene schools.	The school district will assemble an advisory board consisting of key district level and school level staff, community members, students, and parent representatives from the school's advisory council. The advisory board's first meeting will occur in September, after the school's initial instructional review and school improvement planning process has concluded. The advisory board will meet monthly to receive updated information from the school and district leadership teams, discuss concerns, and make recommendations to the Superintendent,	DAA	7/28/2009	8/28/2009	n/a	n/a

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h. A summer professional development academy that is developed in conjunction with the Department will be available for the school's administrators and teachers prior to the opening of school.	The 2009-10 Middleton staff will participate in a summer professional development academy on August 12, 13, and 14. August 12th's training will focus on team building and data review, On August 13th the Department of Education's Region IV team will conduct training for the faculty on the Florida Continuous Improvement Model, Response to Intervention and Formative Assessment. On August 14th, the district's Office of School Improvement will conduct training in Professional Learning Communities and its effective implementation in a high school setting. The newly appointed principal and his leadership team played a key role in developing the framework for the training and will play an active role in the training's delivery.	DAA, Office of School Improvement/ DOE staff/ General Director, Secondary Education	8/12/2009	8/14/2009	Title I Funds	TBD
i. Professional Learning Communities (PLCs) are either established within the master schedule to allow grade level meetings to occur a minimum of two times a week in elementary schools and by subject area at the secondary level. PLCs should be scheduled so that all grade level and subject area teachers participate at the same time. If the master schedule prevents this from occurring, the district should establish weekly PLCs after school for a minimum of one hour a week on the same day.	The school has established a master schedule where subject area teachers will have common times to meet in their Professional Learning Community. The newly appointed principal has established a schedule by which the school's leadership team will have a representative at each of these PLC meetings. In addition, the school will offer one hour a week additional paid planning time to teachers in order to meet in their Professional Learning Communities. These PLC meetings will be focused on student data, instructional best practices, and making decisions regarding interventions for students who are mastering or not mastering instructed concepts.	DAA / General Director, Secondary Education / Administrator on Special Assignment for Focus Schools,	8/24/2009	6/1/2010	Existing District or Title I Funds	TBD
j. The district's school allocation formula should be enhanced to provide additional funds, resources, and personnel to the school.	Middleton High School is receiving funds well beyond the district's allocation formula to provide instructional resources and personnel that will positively impact the school's turnaround process.	Superintendent / Deputy Supt./ DAA	7/15/2009	ongoing	Focus Funds	TBD
k. District may invoke the ability to renegotiate collective bargaining agreements in accordance with State Board Rule 6A-1.09981 to address provisions that impede student learning, as determined by district school boards.	The Superintendent currently has the authority to transfer teachers and administrators as necessary to promote academic achievement at a school. She will maintain this authority as it relates to provisions within the collective bargaining agreement.	Superintendent / Deputy Supt	7/15/2009	ongoing	TBD	TBD
l. Additional Enhancements, as needed	Through bi-weekly meetings that will occur between the school and district's leadership teams, additional enhancements will be provided that will positively impact the school's turnaround process.	Superintendent / Area Director/ General Director, Secondary Education	7/15/2009	ongoing	TBD	TBD